

California Department of Public Health

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION		(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: CA040000106	(X2) MULTIPLE CONSTRUCTION A. BUILDING: _____ B. WING: _____	(X3) DATE SURVEY COMPLETED C 04/17/2019
NAME OF PROVIDER OR SUPPLIER KAWEAH DELTA MEDICAL CENTER		STREET ADDRESS, CITY, STATE, ZIP CODE 400 W MINERAL KING AVE VISALIA, CA 93291		
(X4) ID PREFIX TAG	SUMMARY STATEMENT OF DEFICIENCIES (EACH DEFICIENCY MUST BE PRECEDED BY FULL REGULATORY OR LSC IDENTIFYING INFORMATION)	ID PREFIX TAG	PROVIDER'S PLAN OF CORRECTION (EACH CORRECTIVE ACTION SHOULD BE CROSS-REFERENCED TO THE APPROPRIATE DEFICIENCY)	(X6) COMPLETE DATE
E 000	Initial Comments The following reflects the findings of the California Department of Public Health during the investigation of a complaint. Complaint Number: 621852 Representing the Department: 39602, HFEN The inspection was limited to the specific complaint investigated and does not represent the findings of a full inspection of the facility. One deficiency was issued for complaint number 621852.	E 000		
E 309	T22 DIV5 CH1 ART3-70217(a)(12) Nursing Service Staff (12) The licensed nurse-to-patient ratio in a specialty care unit shall be 1:5 or fewer at all times. Commencing January 1, 2008, the licensed nurse-to-patient ratio in a specialty care unit shall be 1:4 or fewer at all times. A specialty care unit is defined as a unit which is organized, operated, and maintained to provide care for a specific medical condition or a specific patient population. Services provided in these units are more specialized to meet the needs of patients with the specific condition or disease process than that which is required on medical/surgical units, and is not otherwise covered by subdivision (a). This Statute is not met as evidenced by:	E 309		

RECEIVED
STATE OF CALIF.
DEPT OF PUBLIC HEALTH
2019 MAY -7 PM 2:03
LICENSING AND
CERTIFICATION
BAKERSFIELD DIST. OFFICE

Licensing and Certification Division
LABORATORY DIRECTOR'S OR PROVIDER/SUPPLIER REPRESENTATIVE'S SIGNATURE

TITLE

(X8) DATE

Lepora Sawyer UP/CNO 5/2/19

STATE FORM

9409

1EQR11

If continuation sheet 1 of 3

(C)

California Department of Public Health

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E 309	<p>Continued From page 1</p> <p>Based on Interview and record review, the facility failed to maintain a staffing ratio of one nurse to four patients (1:4) on its renal specialty unit. This failure had the potential to result in ineffective nursing care for patients on the renal specialty unit.</p> <p>Findings:</p> <p>During an Interview with the Renal Unit Assistant Nurse Manager (ANM) and review of the unit's staffing documents on 2/12/19, at 11:10 AM, ANM stated the unit is a renal specialty unit, and their staffing ratio is supposed to be 1:4. ANM stated all nurses on the current day shift had more than four patients. The daily unit staffing sheet indicated there were six Registered Nurses (RNs) currently on duty, five with six patients assigned to them. The unit's daily staffing sheets for 2/4/19 through 2/11/19 were reviewed, and indicated the unit was staffed out of ratio on the following dates:</p> <p>2/4/19 day shift: Three RNs had five patients each 2/4/19 night shift: Five RNs had five patients each 2/5/19 day shift: Four RNs had five patients each 2/5/19 night shift: Three RNs had five patients each 2/6/19 day shift: Three RNs had five patients each 2/6/19 night shift: Four RNs had five patients each 2/7/19 day shift: Six RNs had five patients each 2/7/19 night shift: Two RNs had five patients each 2/8/19 day shift: Three RNs had five patients each 2/8/19 night shift: Three RNs had five patients each 2/9/19 day shift: Five RNs had five patients each</p>	E 309		

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E 309	<p>Continued From page 2</p> <p>2/9/19 night shift: Four RNs had five patients each</p> <p>2/11/19 day shift: Six RNs had five patients each</p> <p>2/11/19 night shift: Five RNs had five patients each</p> <p>ANM confirmed the findings.</p> <p>During an interview with RN 1, on 2/12/19, at 12:20 PM, RN 1 stated she currently has six patients assigned to her. RN 1 stated six patients is "a bit overwhelming."</p>	E 309			

CDPH Plan of Correction Worksheet – Form 2567

CA# 621852

on the renal specialty unit.

Human Resources Department in conjunction with nursing leadership is actively working with staffing agencies to contract with traveler nurses and is advertising nationally for full-time permanent Registered Nurses positions. Partnering with local community college nursing programs in an effort to assist with the recruitment and employment of future RN graduates.

- 3) The 4North Charge Nurses are available to assist staff with any patient care needs as they do not have a patient care assignment.

Measures of Success:

The facility will conduct random weekly audits regarding the total number of licensed nurses within a 24 hour period that will include both day and night shifts on 4 North to ensure staffing ratios of 1:4 are maintained.

The audit will be overseen by the 4 North Nurse Manager or her designee with oversight by the Director of Renal/Oncology/Critical Care Services.

The results of this audit will be reviewed and monitored through the organization's quality improvement processes and ultimately reporting to Quality Council.

May 6, 2019

CDPH Plan of Correction Worksheet – Form 2567

CA# 621852

ID Tag	Statement of Deficiency	Provider's Plan of Correction Response	Completion Date
E 000	<p>Initial Comments</p> <p>The following reflects the findings of the California Department of Public Health during the investigation of a complaint.</p> <p>Complaint Number: 621852</p> <p>Representing the Department: 39602, HFEN</p> <p>One deficiency was written as a result of the complaint.</p>	<p>This Plan of Correction constitutes this facility's written compliance for the alleged deficiencies cited.</p> <p>However, submission of the Plan of Correction is not an admission that a deficiency exists or that one was cited correctly. This Plan of Correction is submitted to meet requirements established by state and federal law.</p>	N/A
E 309	<p>T22 DIV5 CH1 ART3-70217(a)(12) Nursing Service Staff</p> <p>(12) The licensed Nurse-to-patient ratio in a specialty care unit shall be 1:5 or fewer at all times. Commencing January 1, 2008, the licensed nurse-to-patient ratio in a specialty care unit shall be 1:4 or fewer at all times. A specialty care unit is defined as a unit which is organized, operated, and maintained to provide care for a specific medical condition or a specific patient population. Services provided in these units are more specialized to meet the needs of patients with the specific condition or disease process than that which is required on medical/surgical units, and is not otherwise covered by subdivision (a).</p> <p>This Statute is not met as evidenced by: Based on interview and record review, the facility failed to maintain a staffing ratio of one nurse to four patients (1:4) on its renal specialty unit. This failure had the potential to result in ineffective nursing care for patients</p>	<p>As part of our commitment to comply with licensed nurse to patient ratios (1:4) or fewer at all times on the 4 North unit, the following actions were taken.</p> <ol style="list-style-type: none"> 1) The facility will continue to aggressively recruit and retain licensed nurses to meet our needs using the following measures: The facility will continue its Student Nurse Intern Program for college work study. This program is to assist the facility with its recruitment of local RNs. KDMC will continue its RN residency program to allow for an easier, quicker transition to the units for new graduates (107 new graduates have entered the program over the last 12 months). The facility continues to hire RNIPs (registered nurses with interim permits). From April 1, 2018 – March 31, 2019, the facility hired 175 Staff RNs in response to its increasing census and staffing vacancies. As of April 30, 2019, there are 90 Staff RN positions open throughout the facility and 50 external applicants. The Medical/Renal-4North unit currently has 6 open Staff RN positions of which there are 12 applicants and interviews are being coordinated. The facility also recruits RNs from other countries, one RN from Canada will begin employment in August 2019. 2) Overall current recruitment activity includes advertising, RN Career fairs, the next schedule for June 3, 2019. RN Recruiter provides regular weekly updates to nurse managers with openings as well as reviews other advertising opportunities to increase applicant volumes. The facility's 	<p>April 1, 2018 through present (ongoing efforts)</p> <p>June 3, 2019</p>